

SB 1119-3
(LC 4591)
3/31/25 (JAS/ps)

Requested by Senator TAYLOR

**PROPOSED AMENDMENTS TO
SENATE BILL 1119**

1 In line 2 of the printed bill, before the period insert “; creating new pro-
2 visions; and amending ORS 652.752”.

3 Delete lines 4 through 13 and insert:

4 **“SECTION 1. Section 2 of this 2025 Act is added to and made a part**
5 **of ORS chapter 659A.**

6 **“SECTION 2. (1) As used in this section:**

7 **“(a) ‘Federal immigration authority’ has the meaning given that**
8 **term in ORS 180.805.**

9 **“(b) ‘Unfair immigration-related practices’ includes contacting or**
10 **threatening to contact a federal immigration authority because an**
11 **employee has exercised a right otherwise provided by law.**

12 **“(2) It is an unlawful practice for an employer to engage in unfair**
13 **immigration-related practices.**

14 **“SECTION 3. ORS 652.752 is amended to read:**

15 **“652.752. (1) As used in this section and ORS 652.753, ‘employee’ and**
16 **‘employer’ have the meanings given those terms in ORS 652.210.**

17 **“(2) Unless prohibited by federal law, an employer shall, within three**
18 **business days of receiving a notice of an inspection from a federal agency**
19 **compelling the employer to provide access to records of forms and any other**
20 **documentation used by the employer to verify the identity and employment**
21 **eligibility of the employees hired by the employer, notify the employer’s em-**

1 employees of the upcoming inspection.

2 “(3) The employer shall notify employees of an upcoming inspection by:

3 “(a) Posting a notice in a conspicuous and accessible location, in English
4 and in the language the employer typically uses to communicate with the
5 employees; and

6 “(b) Making reasonable attempts to individually distribute notifications
7 to employees in the employee’s preferred language.

8 “(4) The notice shall include:

9 “(a) A copy of the federal agency’s notice of inspection received by the
10 employer;

11 “(b) The date of the inspection;

12 “(c) To the extent the employer knows, the scope of the federal agency’s
13 inspection;

14 “(d) The employer’s obligations with respect to providing information
15 within the scope of the federal agency’s notice of inspection; and

16 “(e) A telephone number, prescribed by the Bureau of Labor and Indus-
17 tries, for a hotline operated by an organization that provides information and
18 advocacy related to immigrant and refugee workers’ rights.

19 **“(5) In addition to any other penalty provided by law, the Commis-**
20 **sioner of the Bureau of Labor and Industries shall impose on an em-**
21 **ployer for a violation of this section, a civil penalty:**

22 **“(a) In an amount of not less than \$2,000 nor more than \$5,000 for**
23 **a first violation; and**

24 **“(b) In an amount of not less than \$5,000 nor more than \$10,000 for**
25 **each subsequent violation.”.**